

**New Jersey Public Employment Relations Commission**  
**POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1	Public Employer:	Borough of Glassboro
2	Employee Organization:	FOP Lodge 108 For Patrol Officers, Corporals and Detectives
3	Base Year Contract Term:	Jan. 1 2013 - Dec 31, 2016
4	New Contract Term:	Jan 1, 2017 - Dec 31, 2020

County: Gloucester  
 Number of Employees in Unit: 33

**SECTION II: Type of Contract Settlement (please check only one)**

- 5  Contract settled without neutral assistance
- 6  Contract settled with assistance of mediator
- 7  Contract settled with assistance of fact-finder
- 8  Contract settled in Interest Arbitration
- 9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes  No

**SECTION III: Base Salary Calculation**

The "base year" refers to the final year of the expiring or expired agreement.

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "'Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10	Salary Costs in base year	\$ 2,726,627.00										
11	Longevity Costs in base year	\$ 0										
12	Other base year salary costs	<table border="1"> <tr><td> </td><td>\$     </td></tr> </table>		\$		\$		\$		\$		\$
	\$											
	\$											
	\$											
	\$											
	\$											
Sum of "Other" Costs Listed in Line 12.		\$ 0										
13	Total Base Salary Cost: (sum of lines 10, 11, 12):	\$ 2,726,627.00										

**SECTION IV: Increase in Base Salary Cost (for each year of New CNA)**14 Total Base Salary Cost from Line 13: \$ 2,726,627.00

	<b>Increases</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>
15	Effective Date (month/day/year)	<u>01/01/2017</u>	<u>01/01/2018</u>	<u>01/01/2019</u>	<u>01/01/2020</u>	<u></u>	<u></u>
16	Cost of Salary Increments (\$)	<u>88,214</u>	<u>149,120</u>	<u>142,135</u>	<u>171,788</u>	<u></u>	<u></u>
17	Salary Increase Above Increments (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u></u>	<u></u>
18	Longevity Increase (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u></u>	<u></u>
19	Total Increased Cost for "Other" Items (\$)	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u></u>	<u></u>
20	Total Increase (\$) (sum of lines 16-19)	<u>88,214</u>	<u>149,120</u>	<u>142,135</u>	<u>171,788</u>	<u></u>	<u></u>

**SECTION V: Average Increase Over Term of New CNA**

21 Dollar Increase Over Life of Contract \$ 551,257 [Take sum of all amounts listed on Line 20 above]

22 Percentage Increase Over Life of Contract 20% % [Divide amount on Line 21 by amount on Line 14]

23 Average Percentage Increase Per Year 5% % [Divide percentage on Line 22 by number of years of the contract]

**SECTION VI: Other Economic Items Outside Base Salary and Increases****←Increases→**

24	Item Description	Base Year Cost (\$)	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
	K9 Handlers	4,000	0	0	0	0		
	Firearm Instructors	2,000	0	0	0	0		
	Certified EMT	400	0	0	0	0		
	Physical Fitness Assessment	12,000	0	0	0	0		
	College Degree	16,550	0	0	0	0		
	Bilingual	500	0	0	0	0		
25	Totals (\$):	35,450.00						

**SECTION VII: Medical Costs**

	Insurance Costs	Base Year	Year 1
26	Health Plan Cost	\$ 441,609	\$ 452,499
27	Prescription Plan Cost	\$	\$
28	Dental Plan Cost	\$	\$
29	Vision Plan Cost	\$ 3,675	\$ 4,141
30	Total Cost of Insurance	\$ 415,284	\$ 456,640

Employer: Borough of Glassboro

Employee Organization:

FOP Lodge 108 For Patrol Officers, Corporals and Detectives

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**SECTION VII: Medical Costs (continued)**

31	Employee Insurance Contributions	\$ <u>108,436</u>	\$ <u>126,876</u>
32	Contributions as % of Total Insurance Cost	<u>26</u> %	<u>28</u> %

33 Identify any insurance changes that were included in this CNA.

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: Karyn Paccione

Position/Title: Chief Financial Officer

Signature: 

Date: November 15, 2017

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission

Conciliation and Arbitration

PO Box 429

Trenton, NJ 08625

Phone: 609-292-9898

Revised 8/2016